

Biography of Dr. Rodolfo E. Paiz

From Dr. Rodolfo E. Paiz—

Subject **CV of Principal Investigator (PI) and Publication List**

I considered necessary to introduce myself before you get to read the usual list of my CV that is attached to this personal memorandum. To better do this, please imagine that you are with me in a mountaintop, and from there we can see what is in the past, in the present and in the future of my life.

Ten years ago, I used to describe myself as a servant leader. Now, I rather present myself as someone who is 'serving life'. This beautiful concept was recently developed by Joseph Jaworski and Peter Senge in the book generally known as *Synchronicity*. Serving life means one has taken the pathos to become a force of nature that is trying to transform and create new circumstances and domains where people will have better opportunities. I am 67 years old, and I see the rest of my life being totally dedicated to create new domains and new realities for my countrymen in Guatemala and in other places in the world where poverty is still a systemic problem.

All my life I have been an entrepreneur having as a context a family enterprise that everybody knows in Guatemala and in Central America as 'Almacenes Paiz'—Supermarkets. When our company was 80 years old, which was 5 years ago, we decided to sell part of our business to Wal-Mart, and since then we have become partners occupying all the territory of Central America, from Guatemala to Costa Rica. The experience that I gained working with my other four brothers in managing this large family company, which employed more than 7,000 workers, made me be aware of the process of how a learning team can be transform into a formidable organization. I have been applying that learning process to the other activities and dreams where I have been involved in other fields, such as: academic, politics, and serving in a variety of different civil society organizations.

My academic life started when I graduated as a Civil Engineer, and it finished nine years later, after obtaining a DBA in 1974 at Harvard University, and leaving my job as Academic Director of INCAE—Central American Institute of Business Administration—in 1976. Besides teaching, I am very happy to remember that part of my work consisted in organizing INCAE'S new campus in Nicaragua with the assistance from Harvard.

I entered into the political arena in 1884, and I served as Minister of Finance. There, I tried to see how the management of macro-economic policies could bring solutions to poverty. I understood that their impact on the national economy is very important, but that they are not designed to bring new opportunities to our very poor villages. This awareness made me tried to find another way, so I worked in the creation of a Social Investment Fund (FIS), that the Guatemalan Congress approved and located large amounts of resources from the national budget to make investments at a micro level in all kind of projects. This initiative was then replicated within the rest of Central American countries, and now the Social Investment Fund is an institution that has a presence in 68 countries around the world.

CV Rodolfo E. Paiz—October, 2007

Academic Background:

1989-90	Fellow, Harvard University
1982-83	Máster in Public Administration
	• Harvard University, John F. Kennedy School of Government
1969-71	Doctor in Business Administration, DBA
	• Harvard University, Harvard Business School
1965-67	Master in Business Administration, MBA
	• Harvard University, Harvard Business School
1958-65	Civil Engineer, Universidad San Carlos, School of Engineering, Guatemala

Business Background:

1990-2007	Executive President, Metacentros, S. A., and Factorent, S.A. Guatemala
	• Create, develop, market and sell shopping malls and other real state projects.
1976-1985	General Manager, Metacentros, S. A., Guatemala
1970 to 1996	Vice President of planning, Paiz Organization, Guatemala
	• Paiz Organization is the largest retail organization in Central American, with sales of US\$350 million in 1993, comprised of retailing chains, including supermarkets, discount stores, convenience stores, toy stores and other specialty stores.
1976 to date	President and Member of the Board of several companies in Guatemala.

Political Background:

1990 to date	President, Association of Innovative Legislative Systems
	• Spearheaded creation and development of the association, which includes the membership of all political parties in Guatemala, agreed to by each party's leaders, in order to achieve united efforts of democracy and peace.
1984 to 1994	Member of National Executive Committee, Christian Democratic Party, Guatemala
1983 to 1994	President of Technical Advisory, Christian Democratic Party, Guatemala
1989	President of Autonomous Electoral Tribune
	• Coordinated effort of national party elections, which nominated the party's presidential candidate, in order to ensure secret and honest voting.

Public Background:

1986-1989	Minister of Finance, Government of Guatemala
	• Also responsible for creating and implementing catalyst economic programs such as: Short Term Economic and Social Reorder Plan (1986), National Reorganization plan (1987), and Multiplying Development plan (1989).

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- 1986-1989 Member of Monetary Board, Central Bank of Guatemala
- The Monetary Board makes the monetary decisions affecting issuing of currency, foreign exchange, monetary reserves, etc.
- 1986-1989 Governor representing Guatemala for World Bank and International Development Bank

Civil Society Activities:

Board of directors, ASIES, Board of Directors, Fundación Paiz, founder and Board of Directors, Fundasistemas, Board of Directors Instituto de Gobernanza.

- 1993 to 1995 President of Council of Social Welfare
- Coordinates activities of several private non-profit public care programs.

Other activities: President of Enrollment Month for Boy Scouts of Guatemala (1982-84).
Founder and President for Women's Development (1982-83), President of Rotary Club of Guatemala (1981-82) and member since 1978, President of General Managers' Association (1979-1981)

Publication List

- 1974 **Doctoral Dissertation: *Experimenting with New Forms of Retail Distribution.***
- 1985 INCAE—Central American Institute of Business Administration, Nicaragua.
Guatemala: A National Project. Published by the Guatemalan Christian Democratic Party.
- 1986 ***Guatemala: Economic and Social Reordering Program.*** Published by the Government of Guatemala.
- 1987 ***Guatemala: National Reorganization Plan.*** Published by the Government of Guatemala.
- 1989 ***Leveraging Development.*** Published by the Guatemalan Ministry of Finance.

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